GOVERNMENT OF MYSORE

No. FCL 254 LLD 71(1)

Mysore Government Secretariat,

Vidhana Soudha,
Bangalore Dated 30th March 1971.

ORDER

Whereas the Government of Mysore are of opinion that an Industrial Dispute exists between the workmen and the management of Mysore Metal Industries, Krishnarajapuram Bangalore-36, on the points noted below :

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Dispute Act, 1947 (Central Act No. IV of 1947), for adjudication to the additional Industrial Tribunal at Bangalore.

POINTS OF DISPUTES

I. (a) Are the workmen employed by the management of Mysore Metal Industries Ltd., Krishnarajapuram, Bangalore-36, justified in demanding, that :—

(1) The recommendation of the Central Wage Board, for Engineering Industry be implemented :

(2) the practice of supplying two sets of uniforms to workmen at the time of Ugadi and payment of cash in lieu of the benifit of uniforms due to workmen for the years 1968, 1969 and 1970 be restored ;

(3) the workers be paid wages to the full extent of sick leave at the credit of the workmen so as to cover the initial waiting period of two days for the E.S.I. certificate :

(b) If not, to what relief are the workmen entitled ?

II. (a) Are the Management of Mysore Metal Industries, Ltd., Krishnarajapuram, Bangalore-36, justified in terminating the services of 34 Casual Workmen (Whose names are detailed in Annexure-I) from 1st February 1971.

(b) If not, to what relief are the workmen entitled ?

III. (a) Are the management justified in retrenching 31 permanent workers (whose names are detailed in Annexure-II) from 4th February 1971 ?

(b)

IV. (a) Are the workmen justified in going on strike from 4th February 1971 ?

(b) If so, to what relief are they entitled ?

V. (a) Does the action of the Management in discontinuing the shift working from 3th February 1971 amount to contravention of Section 9-A of the Industrial Disputes Act, 1947, read with the rules framed thereunder ?

(b) If not, to what relief are the workmen involved entitled ?

By Order and in the name of the Governor of Mysore,

ANIRUDHA DESAI,
Under Secretary to Government,
Food, Civil Supplies and Labour Department.

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K. N. PATIL,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

ANNEXURE I

(Casual Workers)

Sriyuths—

1. R. Lawrence.
2. Iqbal.
3. Joseph.
4. Suudaramurthy.
5. Rajamani.
6. Palani.
7. Raja Bahaddur.
8. Rajagopal.
9. Edwin.
10. Sheker.
11. Subbramani.
12. Jayaram.
13. Rajandaran.
14. Shafi.
15. Dasappa.
16. Krishna
17. Bakthavatsala
18. Chowrappa.
19. Gurappa.
20. Chinnappa.
21. Venkatappa.
22. Rangaswamy.
23. Shanagi Rao
24. Krishnamurthy.
25. Ramu.
26. C. Chinnappa.
27. Anthony.
28. Raju, A.
29. Rama Reddy.
30. Krishnappa.
31. Venkatramu.
32. Smt. Muniyamma.
33. Smt. Saraspathy.
34. Vellappan Nair.

ANIRUDHA DESAI,

Under Secretary to Government,

ANNEXURE II

Sriyuths—

1. K. M. Damodaran.
2. K. Srikantiah.
3. D. C. Muniyappa.
4. Abdul Rafique.
5. Chand Khan.
6. B. Muniswamappa.
7. M. Anthonyswamy.
8. V. Munithimma.
9. Muniappa.
10. Appaji.
11. Munidasappa.
12. Dodda Appaiappa.
13. Rajanderan.
14. Sabjan.
15. S. Samuel.
16. Venkatagiri.
17. Municha.
18. M. Jayaramiah.
19. V. Nanjundachari.
20. L. Anthonyswami.
21. Hanumappa.
22. Narasimhaiah.
23. K. Muniappa.
24. Shafiulla.
25. Ramaswamy.
26. J. Arogyaswamy.
27. Bernard.
28. Ramappa.
29. C. Anjanappa.
30. Sanjeevappa.
31. Lakshamiah.

ANIRUDHA DESAI,

Under Secretary to Government,
Food, Civil Supplies and Labour Department.

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K. N. PATIL,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

Annexure "B" terms of settlement between Mysore Metal Industries and Bangalore District Engineering Worker's Union

Sl. No.	Name	Classification	First Year Basic	D.A.	A.A.	Total	Second Year Basic	D.A.	A.A.	Total
1	2	3	4	5	6	7	8	9	10	11
	Sriyuths—									
1	S. Kandaswamy ...	SSB	129.00	43.33	13.00	185.33	134.00	43.33	13.00	190.33
2	H. Appaiyappa ...	SKB	134.25	55.00	16.50	205 75	147.25	55.00	16.50	281.75
3	Chandra ...	SSA	94.00	40.00	12.00	146.00	108 00	40.00	12.00	160.00
4	Sardar Basha ...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160 00
5	V. R. Mani ...	SSA	94.00	40.00	12.00	146.00	108 00	40.00	12.00	160 00
6	P. S. Kaviraj Nair ...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160.00
7	V. Narayana ...	SSB	92.00	40.00	12.00	144.00	108.00	40.00	12.00	160.00
8	V. Krishna ...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136 75
9	S. Yesudass ...	SSA	92 00	40.00	12.00	144.00	106.00	40.00	12.00	158.00
10	Balbahaddur ...	WMN	83.75	35.00	10.50	129.25	92 25	35.00	10 50	137 75
11	Muniswamy ...	WMN	78.75	35.00	10.50	124.25	90.25	35.00	10.50	135.75
12	David "D" Cruz ...	WMN	78.75	35.00	10.50	124.25	90.25	35.00	10.50	135 75
13	Raghavelu	WMN	78.75	35.00	10.50	124.25	90.25	35.00	10.50	135.75
14	K. Rajagopal ...	WMN	78.75	35.00	10.50	124.25	90.25	35.00	10.50	135.75
15	Govindaswamy ...	WMN	78.75	35.00	10. 0	124.25	90.25	35.00	10.50	135.75
16	J. Dass ...	SKB.	172.00	55.00	16.50	243.50	176.00	55.00	16.50	247.50
17	Dhansingh ...	SSB	122.50	43.33	13.00	178.83	126.50	43.33	13.00	182 83
18	Chikkaputta ...	SSA	96.00	40.00	12.00	148.00	110.00	40.00	12.00	162.00
19	Selvaraju ...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160.00

20	M. Siddarama	...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160.00
21	M. A. Joseph	...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160.00
22	K. H. Abbas	...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160.00
23	K. Ramu	...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160 00
24	R. Gopal	...	USK	80.75	35.00	10.50	126.25	93.25	35.00	10.50	137.75
25	A. Hanumantha	...	USK	80.75	35.00	10.50	126.25	92.25	35.00	10.50	137.75
26	Huliyappa	...	USK	80.75	35.00	10.50	126.25	92.25	35.00	10.50	137.75
27	Ramakrishna	...	SSA	94.00	40.00	12.00	146.00	108.00	40.00	12.00	160 00
28	N. Anjanappa	...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136.75
29	H. Raju	...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136.75
30	R. Sowraj	...	SSA	92.00	40.00	12.00	144.00	106.00	40.00	12.00	158 00
31	L. Shivalinga	...	USK	79.75	35.00	10.50	125.25	91.25	36.00	10.50	136 75
32	Krishnappa	...	SSA	92.00	40.00	12.00	144.00	106.00	40.00	12.00	158 00
33	S Gopali	...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136 75
34	Buddappa	...	USK	79.75	35.00	10.50	125.25	39.25	35.00	10.50	136.75
35	Narayanaswamy	...	SSA	92.00	40.00	12.00	144.00	106.00	40.00	12.00	158 00
36	O. Muniya pa	...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136.75
37	J. Chinnapoa	...	USK	79.75	35.00	10.50	125.25	91.25	35.00	10.50	136.75

Sl. No.	Name		Classification	Third Year Basic	D.A.	A.A.	Total	Fourth Year Basic	D.A.	A.A.	Total
				12	13	14	15	16	17	18	19
	Sriyuths—										
1	S. Kandaswamy	...	SSB	139.25	43.33	13.00	195.58	143.00	43.33	13.00	199.33
2	H. Appaiyappa	...	SKB	163.62	55.00	16.50	235.12	180.00	55.00	16.50	251.50
3	Chandra	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
4	Sardar Basha	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
5	V. R. Mani	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
6	P. S. Kavirajanair	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50.
7	V. Narayana	...	SSB	117.00	40.00	12.00	169.00	128.00	40.00	12.00	180.00
8	V. Krishna	...	USK	100.12	35.00	10.50	145.62	109.00	35.00	10.50	154.50
9	S. Yesudass	...	SSA	117.00	40.00	12.00	169.00	128.00	40.00	12.00	180.00
10	Balbahadur	...	WMN	101.12	35.00	10.50	146.62	110.00	35.00	10.50	155.50
11	Muniswamy	...	WMN	99.12	35.00	10.50	144.62	108.00	35.00	10.50	153.50
12	David "D" Cruz	...	WMN	99.12	35.00	10.50	144.62	108.00	35.00	10.50	153.50
13	Raghavelu	...	WMN	99.12	35.00	10.50	144.62	108.00	35.00	10.50	153.50
14	K. Rajagopal	...	WMN	99.12	35.00	10.50	144.62	108.00	35.00	10.50	153.50
15	Govindaswamy	...	WMN	99.12	35.00	10.50	144.62	108.00	35.00	10.50	153.50
16	J. Dass	...	SKB	184.00	55.00	16.50	255.50	180.00	55.00	16.50	259.50
17	Dhansingh	...	SSB	133.25	43.33	13.00	189.58	146.00	43.33	13.00	202.33
18	Chikkaputta	...	SSA	121.50	40.00	12.00	173.50	133.00	40.00	12.00	185.00
19	Selvaraju	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
20	M. Siddarama	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
21	M. A. Joseph	..	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50
22	E. H. Abbas	...	SSA	119.00	40.00	12.00	171.00	130.50	40.00	12.00	182.50

33	K. Ramu	...	SSA	119.00	40.00	12.00	171.00	130 50	40.00	12.00	182 50
34	R. Gopal	...	USK	101.12	35.00	10.50	146 62	110 00	35.00	10.50	155.50
35	A. Hanumantha	...	USK	101.12	35.00	10.50	146.62	110.00	35.00	10.50	155.50
36	Hulyappa	...	USK	101.12	35 00	10.50	146.62	110 00	35.00	10.50	155.50
37	Ramakrishna	...	SSA	119.00	40.00	12.00	171.00	130 50	40.00	12.00	182.50
38	N. Anjanappa	...	USK	100.12	35.00	10.50	145.62	1 9.00	35.00	10.50	154.50
39	H. Raju	...	USK	100.12	35.00	10.50	145.62	109 00	35.00	10.50	154.50
40	B. Sowraj	...	SSA	117.00	40 00	12.00	169 00	128.00	40.00	12.00	180.00
41	L. Shivalinga	...	USK	100.12	35 00	10.50	145 62	109.00	35.00	10.50	154.50
42	Krishnappa	...	SSA	117.00	40.00	12.00	169 00	128.00	40.00	12.00	180.00
43	S. Gopal	...	USK	100.12	35.00	10.50	145.62	109 00	35.00	10.50	154.50
44	Buddappa	...	USK	100.12	35.00	10.50	145.62	109 00	35.00	10.50	154.50
45	Narayanaswamy.		SSA	117.03	40 00	12.00	169 00	128 00	40.00	12.00	180.00
46	O. Muniyappa	...	USK	100.12	35.00	10.50	145.62	109.00	35.00	10.50	154.50
47	J. Chinnappa	...	USK	100.12	35-00	10.50	145 62	109,00	35.00	10.50	154.50

Mono Statement

ANNEXURE "C" To Terms of Settlement between Mysore Metal Industries and Bangalore District Engineering Workers Union, Bangalore.

GRADED SCALES OF WAGES

Category	Graded Scale
Unskilled	105—1—111—1½—117
Semi-skilled "A"	120—2—128—2½—143
Semi-skilled "B"	130—2½—140—3—158
Skilled "A"	150—3½—185
Skilled "B"	165—3½—172—4—204
Skilled "C"	205—5—255
Skilled "D"	255—7½—330
Skilled "E"	295—10—395
Skilled "F"	350—12½—400—15—460

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K. N. PATIL,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

ANNEXURE "D" to Terms of Settlement between Mysore Metal Industries and Bangalore District Engineering Workers Union, Bangalore.

List of non-retrenched workers getting payment of Rs. 175 per head.

Sriyuths—

1. S. Kandaswamy
2. H. Appaiyappa
3. Chandra
4. Sardar Basha
5. V. R. Mani
6. P. S. Kavirajan Nair
7. V. Narayana
8. V. Krishna
9. S. Yesudass
10. J. Dass
11. Dhansingh
12. Chikkaputta
13. Selvaraju
14. Siddarama
15. M. A. Joseph
16. K. H. Abbas
17. K. Ramu
18. R. Gopal

Sriyuths—

19. A. Hanumantha
20. Huliyappa
21. Ramakrishna
22. N. Anjanappa
23. H. Raju
24. R. Sowraju
25. L. Shivalingiah
26. Krishnappa
27. S. Gopal
28. Buddappa
29. Narayanaswamy
30. O. Muniyappa
31. J. Chinnappa
32. P. V. Ramankutty

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K. N. PATIL,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

ANNEXURE "E" to Terms of Settlement between Mysore Metal Industries and Bangalore District Engineering Workers, Union, Bangalore.

CASUAL LABOURERS WHO HAVE COMPLETED MORE THAN 240 DAYS OF WORKING AND THE COMPENSATIONS PAYABLE TO THEM

Sl. No.	Name		Notice Pay	Compensation	Leave Wages	Total
						Rs.
1.	Sri. R. Lawrence	...	65-00	37-50	32-50	135-00
2.	Sri. Rajabatbar	...	65-00	37-50	32-50	135-00
3.	Sri. Dasappa	...	65-00	37-50	50-00	152-50
4.	Sri. Gurrappa	...	65-00	37-50	32-50	135-00
5.	Smt. Muniyamma	...	45-50	52-50	52-50	149-50

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K. N. PATIL,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.